



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY JAPAN  
UNIT 45005  
APO AREA PACIFIC 96343-5005

APAJ-EO

28 August 2018

COMMAND POLICY MEMORANDUM 18-04

FOR SEE DISTRIBUTION

SUBJECT: Treatment of Persons (Hazing and Bullying)

1. Reference:

- a. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- b. Army Regulation 380-67, Personnel Security Program, 24 January 2014.

2. Applicability. This policy applies to all Soldiers assigned to United States Army Japan (USARJ), both on-and off-duty. This policy is punitive in nature. Soldiers who violate the Army's policy on hazing and bullying, as outlined in reference AR 600-20, para. 4-19, may be subject to punishment under the Uniform Code of Military Justice.

3. Definitions.

a. Hazing. Any conduct whereby a Soldier or Soldiers regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes a Soldier to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to participate in any such activity is also considered hazing. Hazing need not involve physical contact among or between military members or employees; it can be verbal or psychological in nature. Likewise, it need not be committed in the physical presence of the victim; it may be accomplished through written or phone messages, text messages, email, social media, or any other virtual or electronic medium. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. Without outside intervention, hazing conduct typically stops at an identified end-point.

b. Bullying. Bullying is any conduct whereby a Soldier or Soldiers, regardless of service, rank, or position, intends to exclude or reject another Soldier through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other Soldier's dignity, position, or status. Absent outside intervention, bullying will typically continue without any identifiable end-point. Bullying may include an abuse of authority. Bullying tactics include, but are not limited to, making threats, spreading rumors, social isolation, and attacking someone physically, verbally, or through the use of electronic media.

c. Additional examples of hazing and bullying are outlined in AR 600-20, para. 4-19.

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4. Policy. This command is a values-based organization where everyone is expected to treat others with dignity and respect. Commanders and supervisors at all levels are responsible for eliminating hazing and bullying behavior within their formations. Hazing and bullying have a negative impact on readiness, destroying trust and cohesion within units and eroding the foundation of the Army Values and Warrior Ethos.

5. Victims of bullying, hazing, and maltreatment are encouraged to report incidents to their chain of command and/or the Inspector General. These incidents may be investigated by the IG office or referred to the command for investigation. Incidents rising to the level of criminal behavior should be reported to law enforcement. All complainants will be protected from acts or threats of reprisal.

6. Commanders will immediately report all allegations of criminal behavior to law enforcement. All other hazing or bullying allegations reported to a commander will be investigated in accordance with Army Regulation 15-6 or as a commander's inquiry. Commanders are responsible for coordinating with the unit Equal Opportunity Advisor (EOA) to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System (EORS) regardless of the type of investigation conducted into the hazing or bullying allegation (law enforcement, IG, or administrative). Although administrative investigations into hazing or bullying are not Equal Opportunity (EO) investigations, EOAs will ensure that these incidents are recorded in EORS for tracking purposes. For substantiated incidents of hazing/bullying, commanders will ensure the security manager records the derogatory information as an incident report in JPAS (or subsequent system) in accordance with AR 380-67 for all Soldiers or DAC employees who possess a security clearance.

7. This memorandum supersedes Command Policy Memorandum 15-11, dated 24 July 2015.

8. Proponent. The USARJ EO office is the proponent staff agency for this policy memorandum. Questions concerning this policy should be directed to the USARJ EO office at 263-8630.

  
VIET X. LUONG  
MG, USA  
Commanding

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